



COMMANDING GENERAL'S POLICY ON EQUAL OPPORTUNITY AND HAZING

Equal Opportunity is an integral and essential part of our Core Values of Honor, Courage, and Commitment. All members of Marine Corps Installations East-Marine Corps Base Camp Lejeune will be treated fairly, with dignity and respect, and provided a professional workplace environment commensurate with those qualities. Misconduct and inappropriate behavior that targets human dignity and violates our Core Values is unacceptable and will not be tolerated.

Discrimination is the illegal treatment of a person or group based on race, religion, color, national origin, age, or gender. Discrimination also includes persons condoning, ignoring, or failing to correct negative and hostile work environments. It threatens morale, breeds mistrust, impairs unit cohesion, and impedes our ability to perform our mission.

Sexual harassment is discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal/non-verbal gestures or physical conduct of a sexual nature made implicitly or explicitly to intimidate or create a hostile or offensive work environment. Sexual harassment has no place in our Corps.

Hazing is the cruelest form of discrimination. It is any conduct whereby a military member or members, regardless of Service or rank, causes another military member or members to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetrate any such activity is also considered hazing. This is a warfighting and leadership issue that destroys trust, and undermines unit cohesion and combat readiness.

If you believe you have been the subject of (or witness to) acts of discrimination, to include sexual harassment or hazing, report it to your immediate chain of command, or the command Equal Opportunity Representative. If you believe you are being reprimanded against, or are the subject of discrimination, to include discrimination based on sexual orientation, your avenue for redress and resolution is the Command Inspector General's Office. Should you require further assistance, advice or instruction, contact the Marine Corps Installation East-Marine Corps Base Camp Lejeune Equal Opportunity Advisor at (910) 451-5372.

I need all of you to remain vigilant and fight discrimination in all its forms. Join me in establishing an environment that values each individual's worth and treats others with dignity and fairness.

A handwritten signature in black ink that reads "R. F. Castellvi". The signature is stylized, with the first letters of the first and last names being large and prominent.

R. F. CASTELLVI

Brigadier General, U.S. Marine Corps
Commanding General

Marine Corps Installations East-Marine Corps Base Camp Lejeune